

Job Description for WCC Pastor

Role purpose:

To envision, encourage, lead, teach and equip the church so that it will be a growing fellowship, living out its vision and basis of faith.

Working relationships/accountability:

- On matters relating to the church's finances, charitable objectives and legal requirements – the Trustees through the Chair.
- On a day-to-day basis, with the other members of the church Leadership Team.
- On certain matters of church leadership and governance, as defined in the Church Handbook, the church members through a members meeting.

Responsibilities:

A. Leadership

- i. Prayerfully seeks and is obedient to the call of God.
- ii. Leads spiritual direction and vision, helping to coordinate a mutually supportive leadership team, agreeing responsibilities and priorities, building on what God has already done in the church.
- iii. Manages the day-to-day activities of other staff, providing encouragement and support together with regular supervision and performance appraisal. This currently comprises our Youth Pastor and Administrator.
- iv. Provides encouragement and support to other ministry leaders in the Church, along with training - either personally or through using external providers.
- v. Identifies, invests in and develops future leaders.
- vi. Works with the Leadership Team to develop and implement the church vision, strategy and programme.

B. Church Activities

- i. Responsible for coordination of Sunday service programme including, in partnership with Leadership Team, having the primary responsibility to ensure delivery of the teaching programme. Responsible for overseeing the teaching/preaching rota and playing a significant part in church services, working in partnership with Worship and Audio-Visual teams. The Pastor would normally preach 2-3 Sundays each month.
- ii. With others in church leadership roles, oversees the Church's outreach, community service and evangelism activities, maintaining and developing links throughout the local community.
- iii. With the Chair of the WCC Mission Support Group, oversees the Church's mission support programme, developing a personal connection with the key individuals and organisations supported.

- iv. Ensures that the provision of pastoral care in the Church is working effectively in supporting, nurturing and discipling. Participates in providing pastoral care and discipleship, equips others to do so, and supports homegroups.
- v. Involved, in partnership with other members of the Leadership Team, in arranging and conducting marriage, baptism, funeral and dedication services with marriage and baptism classes, if appropriate, for those involved.
- vi. Fosters the Church's links with local church leaders and other relevant church networks, including but not restricted to Wheatley Area Churches.

Person Profile:

- i. An evangelical Christian, with experience in and a heart for pastoral ministry founded on prayer and a seeking of the Holy Spirit, and a genuine love for God's word.
- ii. A preacher/teacher who will be able to use different communication styles in order to maximise the impact of a message, helping us to grow further in our knowledge and love of God.
- iii. A servant-hearted leader who is able to enthuse, delegate effectively, plan proactively and who is a good team player with a strong desire to encourage, challenge and develop others.
- iv. Possesses good interpersonal and communication skills and confidence in effectively engaging with and relating to people from a variety of walks of life and with potentially differing views.
- v. A prayerful, Spirit-filled person with a heart for evangelism and who practises hospitality
- vi. Can work as part of a team of men and women in the shepherding of the church with integrity and discernment. This will also involve discipleship and seeking to release the gifts of others in the church.
- vii. WCC incorporates Christians from a variety of backgrounds. The candidate should welcome this breadth across the evangelical spectrum.
- viii. Theologically, a person who:
 - Endorses the WCC Basis of Faith (we use the IFES statement) and supports believer's baptism by immersion (WCC is also a member of the Evangelical Alliance.)
 - Endorses the divine inspiration and authority of scripture
 - Recognises and acts on the working and empowering of the Holy Spirit.
 - Has a strong working knowledge of the Bible and confidence in communicating biblical truth. Theological training may be an advantage.
- ix. Competent in organisational and IT skills appropriate to the role.
- x. Satisfies UK work and residency requirements.

Summary of proposed main terms and conditions of employment

- i. This is a full-time post (contracted for 35 hours per week), which includes regular work in the evenings and Sundays, but part time applications will be considered. We will ensure that working hours are sustainable.
- ii. We offer a pay and benefits package, influenced by the applicant's experience and profile. As a guide we envisage a salary in the range of £35-45,000 plus 8% non-contributory pension.
- iii. Committed to building a church within a village community, the successful candidate will be expected to find accommodation either in or close to Wheatley.
- iv. Currently 25 days holiday plus Bank Holidays, with a maximum of 6 Sundays off.
- v. Annual appraisal process - to evaluate progress and support development. 360-degree feedback is periodically requested for the annual appraisal.
- vi. Support and funding for professional development, by agreement.
- vii. Expenses reimbursed for costs incurred on Church activities, including hospitality.
- viii. Appointment subject to references, completion of an enhanced DBS check and successful completion of a 6-month probation period, extendible up to 3 months if required.
- ix. Three months' notice period on either side during employment. One month during probation.